

Information Session 17 Oct 2023

City of Mitcham
Reflect Reconciliation
Action Plan

at
down". It is a term used by
serve and listen. The artwork
people and their relationship to
the fish that can still be found in



RAP's and Relationships

- Reconciliation Action Plan's are important initiatives. A Reflect RAP is about an organisation understanding the gap between current state and best practice First Nations relationships.
- BUTa RAP is largely internally focused. First Nations Peoples have a reasonable expectation we focus on external and community relationships simultaneously, outside of the auspices of a RAP.
- The authenticity of our relationships and partnership with Kaurna People is something that must be cultivated independently of a RAP.
- Administration would recommend Councillors invest time in Cultural Awareness Training.

Purpose

1. Provide Council Members with an update on the status of the Reconciliation Action Plan (RAP)
2. Receive feedback from Council Members about the composition of the RAP
3. Respond to any questions Council Members may have about the RAP

Questions

1. Do you have any feedback about included Actions and Deliverables
2. What is your view on funding actions / deliverables not currently resourced – before Reconciliation Australia ratification or after?
3. What is your appetite for Cultural Awareness Training as a Councillor?

History

- Council directs Administration to investigate the process for establishing a RAP (November 2019)
- Council commits to establishing its first (Reflect Level) RAP (March 2020)
- Administration consults with KYAC on draft RAP – KYAC commend document for consideration by Council and Reconciliation Australia (July 2022)
- Draft RAP presented to Councillors via Information Session (November 2023)

Reconciliation Activity outside the RAP

- NRW / NAIDOC Week activities
- Cultural observance at Council Meetings and Community Events
- Working relationship with Blackwood Reconciliation Group
- Support for the Yes position on the Voice to Parliament Referendum.
- Induction for Council Members including visits to cultural sites and Colebrook Reconciliation Park
- Cultural Respect & Safety Training (staff and Council Members)
- Cultural Heritage Surveys (Waite St Reserve / Hawthorndene Oval / Mortlock & Reade Parks)
- Cultural Monitors employed during Tiwu Kumangka excavation phase
- Tiwu Kumangka naming process
- Branding / logo Tiwu Kumangka
- Eden Hills Landfill Site naming process
- Waite Street Reserve project

(Council Report 24 March 2020 has comprehensive list)

What is a RAP?

- A framework providing a structured approach to advance Reconciliation
- Four types (Reflect, Innovate, Stretch, Elevate) which allow Organisations to continuously develop and evolve Reconciliation commitments.
- Reflect RAP covers a 12-month period - perfect for organisations starting their Reconciliation journey
- Committing to a Reflect RAP means **scoping and developing relationships with Aboriginal and Torres Strait Islander stakeholders**, deciding on a **vision for reconciliation** and **exploring your organisations sphere of influence**.
- An organisation will move into another level of RAP once it has completed a Reflect RAP

The process:

- Internal RAP Working Group established with representatives from all Divisions
- RAP WG consults internally and builds draft document for Council consideration
- Council endorse a draft RAP for ratification by Reconciliation Australia
- Reconciliation Australia ratify (iterative process – change may result)
- Council endorse a formal and final Reflect RAP

The pause:

- No Kurna / other First Nations representation on Working Group
- Where is First Nations perspective coming from?
- “Nothing about us without us”
- Working Group paused to figure out how to address this

The RAP progress:

- Draft document completed by RAP WG
- Principal Aboriginal Consultant utilised.
- Reviewed and recommended by KYAC
- Contains 14 Actions and 37 deliverables
- 25 funded (directly / indirectly)
- 12 require resourcing / funding decisions
- Estimated current unfunded amount \$38K *

Note: Council's ongoing Reconciliation activities (outside of RAP auspices) are more advanced than many organisations considering a Reflect RAP. Notwithstanding, there are still essential policy and governance gaps which make a Reflect level RAP the appropriate first step for City of Mitcham

The document:

- Leverages Reconciliation Australia Template heavily
- Categories for Action are:
 1. Respect
 2. Relationships
 3. Opportunities
 4. Governance
- Must lead to a follow up RAP at the end of 12 months – most likely an ‘Innovate’ RAP

City of Mitcham draft Reflect RAP

Our Business

The City of Mitcham is located on Kaurna land just 10 minutes from the City of Adelaide. Its boundary stretches from Cross Road to the north; to the Sturt River in the South; from Mount Barker Road in the east; to South Road in the west to comprise an area approximately 71.5 square kilometres. The Kaurna people are the traditional owners of the land and native title rights were recognised by the Federal Court on 21 March 2018. The Kaurna people lived in harmony with the environment of the region for many thousands of years.

Today, the 67,500 residents of Mitcham live in 32 suburbs from the leafy backdrop of the Adelaide Hills, with magnificent panoramic views of Adelaide, to the fertile Adelaide Plains. City of Mitcham is home to the heritage listed garden suburb Colonel Light Gardens which provides an excellent example of 1920's town planning.

The City of Mitcham is one of only six cities in the world bestowed with the title of 'Tree City of the World'. Whilst largely residential, the City of Mitcham has two key commercial areas in the Blackwood and Mitcham Centres with neighbourhood shopping in other areas. Industrial activities occur on the western boundary of the city adjacent to South Road.

The City of Mitcham is home to many tourist attractions including Carrick Hill Estate, Belair National Park, and Waite Arboretum. It also contains numerous reserves and walking trails through the historic Mitcham and Abbotshall Precincts, Willawilla (Brownhill Creek), St Marys and Colonel Light Gardens. Impressive quartzite quarries, with spectacular ripple-marked surfaces preserved in the rocks, and large-scale folds reflecting the intensity of the forces which deformed the rocks nearly 500 million years ago, provide a glimpse of the ancient geological history of the land. Recent Cultural Heritage Surveys at Hawthornedene, Blackwood, and Colonel Light Gardens identified significant historical Kaurna activity along Willawilla (Brownhill Creek) and at the site currently known as Waite Street Reserve, which was a meeting and trading place for Kaurna People.

The Colebrook Reconciliation Park at Eden Hills is believed to be Australia's oldest memorial recognising the forced removal of Aboriginal children from their families and communities. Colebrook Home operated as an institution where Aboriginal children were forcibly accommodated on the site from 1942 to 1972. It now contains sculptures and other art works plus a walking path to a story telling circle. One of the key sculptural tributes to this sad time in history is the 'Fountain of Tears', which was unveiled in 1988 in memory of the Aboriginal and Torres Strait Islander children of Colebrook Home.

The total number of full-time equivalent employees at the City of Mitcham is 262. No records have previously been kept of Aboriginal and Torres Strait Islander staff. Within the City of Mitcham, the ABS Census reported the percentage of Aboriginal and Torres Strait Islander peoples living within the City of Mitcham is less than 0.7%. The community has diverse cultural origins with 23.2% being born outside of Australia and 15.1% speaking a language other than English in the home.

The City of Mitcham operates a diverse array of services and facilities for its community including two public libraries, five Community Centres, a Community Shed, a Local History Service, a cemetery, a Civic Centre and 287 parks, gardens and reserves. City of Mitcham has a ten year strategic plan spanning the period 2020 – 2030, with a four year delivery plan predicated on 4 strategic pillars:

1. Accessible, Healthy & Connected Community
2. Sustainable City
3. Dynamic & Prosperous Places
4. Excellence in Leadership

The commitment to genuine Reconciliation and a better understanding of Kaurna history and culture will assist significantly in the pursuit of these pillars.

Construction of a Reconciliation Action Plan

Our Business:

- Required by the template
- Provides context around who we are
- Acknowledges the Country we are on
- Has similar information to Annual Report
- Will also include statements from CEO and Mayor

City of Mitcham draft Reflect RAP

Our RAP

In **November 2019**, Council took the first steps in committing to a Reconciliation Action Plan (RAP). It considered a report about a *Community Information Forum* facilitated by the Blackwood Reconciliation Group on the 'Uluru Statement from the Heart'. Council noted a motion coming from the forum which called for a voice to power in the Mitcham Council as is called for in the 'Uluru Statement from the Heart' and called for a RAP to be embedded at City of Mitcham.

Council requested advice on how to implement a RAP and in **March 2020** formally resolved to develop and implement a *Reflect Reconciliation Action Plan*. The motion was carried unanimously with the whole-hearted support of Elected Members. In **July 2020** Council unanimously resolved its RAP should contain specific consideration of the issue of institutional bias in its development. Council articulated the development of a RAP as an opportunity "to acknowledge, celebrate and further understand Aboriginal history and how it is we can walk together in Reconciliation for the betterment of all Australians".

As part of the process Council established an internal RAP Working Group, consisting of staff representing every division of the organisation. Council enabled all members of the RAP Working Group as well as the Executive Team and Senior Managers to attend a two day *Cultural Respect and Safety* training course co-facilitated by a First Nations person. The training was run in **August 2021** (and again in **May 2022**) and emphasised the institutionally enshrined policies and processes which disproportionately disadvantage First Nations peoples and encouraged participants to consider ways in which the cycle could be disrupted.

The RAP Working Group was assisted by an Aboriginal Consultant initially and is now working collaboratively with Kaurna Yerta Aboriginal Corporation to develop meaningful action right across the business of Council.

Whilst Council has often engaged and collaborated with our Kaurna Community and implemented many positive activities with a view to Reconciliation, it is our hope our Reflect RAP will bring genuine purpose, structure, and consistency to these efforts for the Community. Council's Reflect Reconciliation Action Plan is a major step on a shared journey that will allow us to enshrine the principle of Reconciliation into the heart of everything we do for everyone in the community.

Construction of a Reconciliation Action Plan

Our RAP:

- Required by the template
- Sketches out our RAP journey
- Describes our aspirations and what we hope to achieve via the RAP

City of Mitcham draft Reflect RAP

Our partnerships/current activities (if applicable)

Our partnerships/current activities

Council is committed to genuine, meaningful Reconciliation and endeavours to walk side by side with the Kaurna People as the traditional and enduring owners of the land we live, work, and play on.

All Council meetings commence with an Acknowledgement of Country and both the Aboriginal Flag, and the Torres Strait Islander Flag hang proudly in the Council Chamber always.

Council invites Kaurna Elders to provide a Welcome to Country at all Civic Events (including Citizenship Ceremonies) as well as major events such as City of Mitcham's annual community carols event. Smoking Ceremonies are also incorporated where possible and members of the Kaurna Community often provide educational performances to help shine a light on the enduring and amazing Kaurna culture which dates back millennia.

Council has commissioned Cultural Heritage Surveys of 4 major precincts – Hawthorndene Oval, Waite Street Reserve, Mortlock Park, and Reade Park. The Cultural Heritage Surveys were conducted jointly by Kaurna People and will inform Council how to conduct future redevelopments in a culturally sensitive manner, as well as advise how to tell the Kaurna Story of the area as part of each project. As a direct result of advice from the Cultural Heritage Survey at Waite Street Reserve, Kaurna Cultural Heritage Monitors were employed to oversee all excavation and preparation work at the Blackwood Community Hub construction project. Kaurna Elders conducted a Smoking Ceremony and Welcome to Country to officially commence this construction project.

Following the profound lessons from these surveys, Council intends to incorporate Cultural Heritage Surveys into its embedded practices for review of Community Land Management Plans in the future.

Council funds and / or partners with respect to a range of programs and activities working with the Aboriginal and Torres Strait Islander community, including:

- National Reconciliation Week
- NAIDOC Week
- Working with Aboriginal Artists to commission public art installations such as the Kaurna carved log seat and Kaurna shield-scar tree at Willawilla (Brownhill Creek) adjacent the Mitcham Memorial Library or the Marra Dreaming Totems.
- Community education sessions on Kaurna language and culture through our libraries and community centres.
- Implementation of a preferred panel of First Nations suppliers to assist in supporting Aboriginal and Torres Strait Islander businesses via procurement.

Cultural Respect & Safety training has been provided to Executive Team members, Senior Managers, and all members of the RAP Working Group and Council has a commitment to making the training available to all staff in the future. The training was co-facilitated by Aboriginal and non-Aboriginal facilitators.

Construction of a Reconciliation Action Plan

Our Partnerships & current activities:

- Required by the template
- Describes our existing efforts towards Reconciliation and partnership with First Nations Peoples
- Lists specific important cultural activity

City of Mitcham draft Reflect RAP

| Relationships | | | | Resourcing / Funding |
|--|--|----------------------|------------------------------------|--|
| Action | Deliverable | Timeline | Responsibility | |
| 1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations. | <ul style="list-style-type: none"> Work with Kurna Yerta Aboriginal Corporation to strengthen partner relationship and identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. | 12 months | Manager Community Connection | Administration has capacity – no additional funding required. |
| | <ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. | 12 months | Manager Community Connection | Administration has capacity – no additional funding required. |
| 2. Build relationships through celebrating National Reconciliation Week (NRW). | <ul style="list-style-type: none"> Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff and Elected Members. | 27 May-3 June, 2023 | Civic Events Officer and Marketing | Funded through Events budget lines. |
| | <ul style="list-style-type: none"> RAP Working Group members to participate in an external NRW event. | 27 May-3 June, 2023 | Manager Community Connection | Not funded – a potential unfunded amount of \$2k. |
| | <ul style="list-style-type: none"> Encourage and support City of Mitcham staff and senior leaders to participate in at least one external event to recognise and celebrate NRW. | 27 May-3 June, 2023 | CEO & RAP Working Group | No direct funding necessary (Events free) but staff time not budgeted. |
| | <ul style="list-style-type: none"> Kurna language sessions for the community | 27 May-3 June, 2023 | Civic Events Officer | Funded through Events budget lines. |
| | <ul style="list-style-type: none"> Display 'Sea of Hands' in the flag colours for Aboriginal, Torres Strait Island and Australian flags symbolising support for Aboriginal land right, <u>justice and Reconciliation</u> at the Civic Centre, both libraries and community centres | 27 May – 3 June 2023 | Civic Events Officer | Funded through Events budget lines. |
| | <ul style="list-style-type: none"> Creation and use of co-branded collateral (using First Nations suppliers) with the NRW theme for 2023, this includes but is not limited to street banners, webpage, electronic screen displays at the Civic Centre and both libraries, email signatures and social media tiles | | Civic Events Officer and Marketing | Funded through events budget lines. |

City of Mitcham draft Reflect RAP

| Relationships | | | | Resourcing / Funding |
|--|--|----------|------------------------------|---|
| Action | Deliverable | Timeline | Responsibility | |
| 3. Promote reconciliation through our sphere of influence. | <ul style="list-style-type: none"> Communicate our commitment to reconciliation to our community. | Ongoing | Mayor & Marketing | No additional funding required. |
| | <ul style="list-style-type: none"> Communicate our commitment to reconciliation to staff and Elected Members. | Ongoing | CEO | Fits within current communication practices and protocols. No additional funding required. |
| | <ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. | Ongoing | Manager Community Connection | Administration has capacity. No additional funding required. |
| | <ul style="list-style-type: none"> Identify RAP organisations and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. | Ongoing | Manager Community Connection | Administration has capacity. No additional funding required. |
| 4. Promote positive race relations through anti-discrimination strategies. | <ul style="list-style-type: none"> Research best practice and policies in areas of race relations and anti-discrimination. Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs. | TBD | Manager, People & Culture | Not funded – requires additional resourcing. |

City of Mitcham draft Reflect RAP

| Respect | | | | Resourcing / Funding |
|---|---|-----------|--|--|
| Action | Deliverable | Timeline | Responsibility | |
| 5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, <u>knowledge</u> and rights through cultural learning. | <ul style="list-style-type: none"> Develop a strategy and business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation. | 12 months | Manager, People & Culture Manager, Community Connection | Not funded – requires additional resourcing. |
| | <ul style="list-style-type: none"> Conduct a review of cultural learning needs for all staff within our organisation. Continue to make Cultural Respect & Safety Training available for staff. | 6 months | Manager, People & Culture | Not funded – requires additional budget of \$7.5 pa. |
| 6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols. | <ul style="list-style-type: none"> Develop an understanding of the local Traditional Owners or Custodians of the lands, sky, and waters within the City of Mitcham. | Ongoing | Manager, Community Connection | Administration has capacity. No additional funding required. |
| | <ul style="list-style-type: none"> Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. | Ongoing | Manager, Community Connection | Funded through Events budget lines. |

City of Mitcham draft Reflect RAP

| Respect | | | | Resourcing / Funding |
|---|--|-----------------------|---|--|
| Action | Deliverable | Timeline | Responsibility | |
| 7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week. | <ul style="list-style-type: none"> Raise awareness and share information amongst our staff about the meaning of NAIDOC Week. | 2 July – 9 July, 2023 | Civic Events Officer | Funded through Events budget lines. |
| | <ul style="list-style-type: none"> Creation and use of co-branded collateral (using First Nations Suppliers) with the NRW theme for 2023, this includes but is not limited to street banners, webpage, electronic screen displays at the Civic Centre and both libraries, email signatures and social media tiles | | Civic Events Officer and Marketing | Funded through Events budget lines. |
| | <ul style="list-style-type: none"> RAP Working Group to participate in an external NAIDOC Week event. | First week in July | Manager Community Connection | Not funded – requires additional \$2k. (links to Action 2) |
| | <ul style="list-style-type: none"> Introduce our staff and community members to NAIDOC Week by promoting external events in our local area. | | Civic Events Officer and Marketing | Administration has capacity. No additional funding required. |
| | <ul style="list-style-type: none"> Display 'Sea of hands' in the flag colours for Aboriginal and Torres Strait Island flags symbolising NAIDOC peoples at the Civic Centre, both libraries and community centres | | Civic Events Officer | Funded through Events budget lines. |
| | <ul style="list-style-type: none"> Consultation with Kurna representatives to determine recognition and the telling of cultural history within the new Blackwood Community Hub. | June 2023 | Team Leader, Community Connection (Libraries) | Administration has capacity. No additional funding required. |

City of Mitcham draft Reflect RAP

| Opportunities | | | | Resourcing / Funding |
|--|--|-----------|--|--|
| Action | Deliverable | Timeline | Responsibility | |
| 8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development. | <ul style="list-style-type: none"> Review HR processes to identify and remove barriers to Aboriginal and Torres Strait Islander employment within our organisation. | 3 months | Manager People and Culture | <i>Not funded requires additional resourcing.</i> |
| | <ul style="list-style-type: none"> Develop a strategy and business case for Aboriginal and Torres Strait Islander employment (and retention) within our organisation as part of the Employment Diversity Program | 12 months | Manager People and Culture | <i>Not funded requires additional resourcing.</i> |
| | <ul style="list-style-type: none"> Use a tool such as a Cultural Audit to build an understanding of the organisations complete cultural diversity (including current Aboriginal and Torres Strait Islander staffing) to inform future employment and professional development opportunities | 12 months | Manager People and Culture | <i>Not funded requires additional resourcing.</i> |
| 9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes. | <ul style="list-style-type: none"> Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. Business Case to include consideration of use of MMR's (minimum mandatory requirements) for certain spend categories, and changes to procurement policy for Indigenous business engagement of SME's that are min 50% owned and operated | 9 months | Manager, Sustainability & Procurement | <i>Not directly funded, would require a reprioritisation of workload to achieve.</i> |
| | <ul style="list-style-type: none"> Investigate memberships and affiliations which assist in the engagement of First Nations SME's for Council contracts. | 6 months | Manager, Sustainability & Procurement | <i>Supply Nation Membership \$8k pa unbudgeted.</i> |
| 10. Promote truth telling and share the stories of Colebrook Reconciliation Park with the community | <ul style="list-style-type: none"> Collaborate with key stakeholders to develop meaningful ways of educating the community about the history of Colebrook Reconciliation Park / Colebrook Home and its traumatic significance to Aboriginal peoples. | 6 months | Manager, Community Connection Service Leader, Marketing and Engagement, Corporate Affairs | <i>Administration has capacity. No additional funding required.</i> |

City of Mitcham draft Reflect RAP

| Governance | | | | Resourcing / Funding |
|---|---|--|----------------|---|
| Action | Deliverable | Timeline | Responsibility | |
| 11. Maintain an effective RAP Working Group (RWG) to drive governance of the RAP. | <ul style="list-style-type: none"> Review the Terms of Reference for the RWG. | 3 months | | Administration has capacity. No additional funding required. |
| | <ul style="list-style-type: none"> Ensure ongoing Aboriginal and Torres Strait Islander representation on the RWG. | 3 months | RWG Chair | Administration has capacity. No additional funding required. |
| 12. Provide appropriate support for effective implementation of RAP commitments. | <ul style="list-style-type: none"> Define resource needs for RAP implementation. | 3 months | CEO | Administration has capacity. No additional funding required. |
| | <ul style="list-style-type: none"> Engage senior leaders in the delivery of RAP commitments. | Ongoing | ELG | Administration has capacity. No additional funding required. |
| | <ul style="list-style-type: none"> Define appropriate systems and capability to track, measure and report on RAP commitments. | 3 months | CEO | Administration has capacity. No additional funding required. |
| 13. Build accountability and transparency through reporting RAP achievements, <u>challenges</u> and learnings both internally and externally. | <ul style="list-style-type: none"> Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia. | 30 September, <i>[Year]</i> | RWG Chair | Administration has capacity. No additional funding required. |
| 14. Continue our reconciliation journey by developing our next RAP. | <ul style="list-style-type: none"> Register via Reconciliation Australia's website to begin developing our next RAP. | <i>[three months prior to RAP expiry date]</i> | RWG Chair | Administration has capacity. No additional funding required. |

Summary of resourcing/funding status

| Funding Status | No. of Deliverables | Themes |
|---|---------------------|---|
| Explicitly funded (ongoing) | 8 | Primarily relate to National Reconciliation Week and NAIDOC Week Event Budgets |
| Broadly funded, no impact to other activity | 17 | Primarily relate to communication and research / investigation. Can be accommodated by existing staff without risk to other work priorities |
| Not specifically funded | 2 | Capability exists to perform tasks but may have impact on other work |
| Requires funding / resource allocation to proceed | 10 | Primarily relate to Procurement Membership and P&C Policy / Strategy development |

Questions

1. Do you have any feedback about included Actions and Deliverables
2. What is your view on funding actions / deliverables not currently resourced – before Reconciliation Australia ratification or after?
3. What is your appetite for Cultural Awareness Training as a Councillor?

